

WORDS & VISION

UFV FACULTY AND STAFF ASSOCIATION NEWSLETTER

Volume 25, number 2

December 2016



14 **Christmas Party!**



Vigil for
Letisha Reimer



19 Communications Chair **Lisa Morry**



10 Communications Chair **Lisa Morry**

OCT 2016



WORDS & VISION NEWSLETTER

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Member Engagement & Labour, Management & Governance

Sean Parkinson | President

Colleagues,

In case you missed it, members will receive the .35 per cent economic stability fund dividend in February, plus the scheduled one per cent increase, also effective in February.

Member Engagement Holiday Dinner and Dance:

Our annual Holiday Dinner and Dance was held at Legacy Sports Centre in Abbotsford on November 26. Thank-you to our Social committee chair, Sheila McKay and her team, who organized a successful, sold-out event for staff and faculty. We would like to acknowledge the UFV Board for their generous financial contribution. Many attendees went home with great gifts donated by departments, UFV administration and the FSA. It was a nice way to start the holiday season.

United Way:

Thank you to all supporters of UFV's United Way campaign for 2016. Through your generosity, we have now raised \$28,131. Several members of the FSA executive attended the Fraser Valley Labour Council Spaghetti Social and fundraiser for the United Way on October 19.

On December 8, I attended the United Way labour appreciation dinner in Metro-town where our Federation of Post-Secondary Educators president George Davison received the United way of the Lower Mainland Joe Morris Labour Community Service Award.

FPSE "Open the Doors" Campaign:

The Federation of Post Secondary Educators initiated a major campaign last year whose goal was to ensure that post-secondary education become a major issue for the May 2017 provincial election. The FSA has participated in the campaign with several pledge drives in Chilliwack and Abbotsford. Many of our students, faculty, staff and administrators have signed the "I Support Post-Secondary Education" pledge. At UFV we gathered more than 1,600 signed pledge cards.

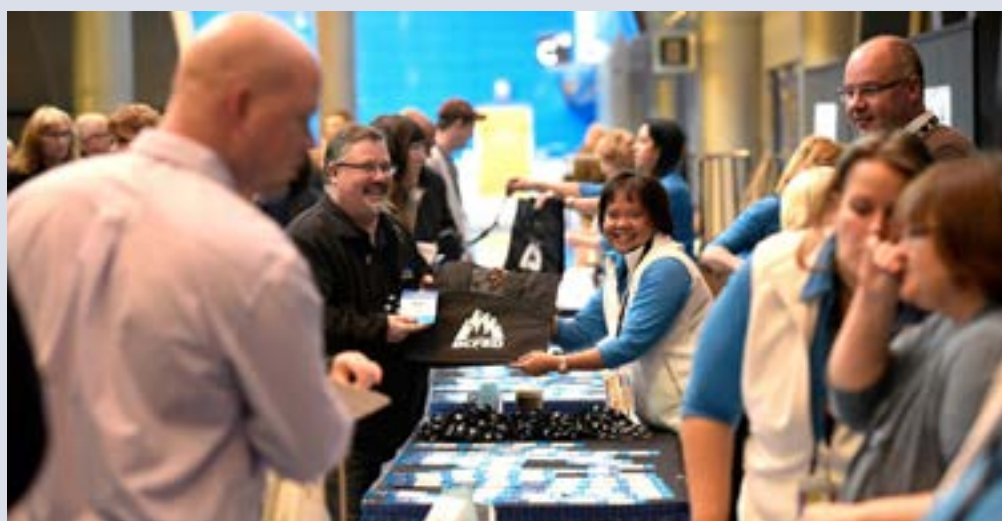
In addition to the pledge drive there was a contest where students were encouraged to submit their stories about the value of their participation in post-secondary education, and their challenges they face in getting a university or college education. The two major prizes were a year's free rent and a week in the sun, which were actually cash prizes of \$12,000 and \$4,500 respectively. On November 16th, FPSE hosted a gala evening in Vancouver at which the winners were announced and celebrated. One of our students, Calvin Tedesco in the KPE program in Chilliwack, won the \$4,500 prize for his story. Congrats Calvin!

Labour Management / Governance Policy Grievances / Arbitrations:

The FSA has two of our policy grievances scheduled for arbitration. The grievance relating to the FSA's position that UFV failed to provide the development allowance adjustment (\$700) for faculty at the top step is set for January 24 to 26 in Abbotsford. The grievance relating to the FSA's position that changes in department head

release and stipends for summer semester are being unilaterally imposed by deans is set for February 7-10. I will keep you updated on the status of these disputes.

We have a new policy grievance relating to the Memorandum of Agreement and its Appendix A that create our new Collective Agreement. As our new contract was ratified roughly 31 months



Sean Parkinson at the BC Federation of Labour Conference

after its expiry, the new contract has wage adjustments that apply retroactively. The matter is regarding who is eligible for retroactive pay.

Reorganization of the Office of Academic Integrity and Appeals:

We have concerns about changes being implemented with the Office of Academic Integrity (i.e. the director position being eliminated and the responsibilities of the office being divided between the Registrar's office and the Teaching and Learning area).

There are at least three concerns: (a) faculty and the FSA have not been involved in the process, (b) there are serious, un-addressed implications to these changes in terms of supporting instructional faculty, and (c) it appears the Board and Senate have not been involved.

There does not appear to be a clear history of how the changes came about or what they mean for faculty. It also raises questions about how decisions are made at UFV.

In case you aren't aware of the changes, they were announced in *UFV Today*. You can see it here: <http://blogs.ufv.ca/announce/2016/09/30/academic-integrity-appeals-and-access-to-information/>

The elimination of the director position in this office is problematic for instructors as they often need an answer or interpretation of policy on short notice (e.g. a suspected case of plagiarism in a student assignment and do not want to return any of the class assignments until the case is addressed). With a dedicated director we were often able to get an answer relatively quickly. I am not sure this will be the case if a question has to be referred to the Registrar (who does not report to the academic side of the house).

There seems to be a lack of understanding of how often faculty rely on the office, and of the importance of quick and accurate information to faculty dealing with academic conduct issues.

There is a procedural concern as well. The manner in which these changes were implemented seem to be similar to how the Writing Centre closure was implemented — in failing to consult the governance bodies.

Following the Writing Centre issue there were several motions passed by the Board at a meeting in Harrison on June 19, 2015. You can see the motions here:

<http://blogs.ufv.ca/blog/2015/07/ufv-board-of-governors-passes-six-motions-on-academic-success-centre/>

I especially want to point out the sixth point:

"That the UFV Board of Governors work with Senate to establish a process for determining roles, powers and responsibilities of each of the governance bodies in areas such as academic support services and other areas where clarification is needed."

Continued page 20 ►



More thoughts on morale: Do we actually have a morale problem at UFV? (Part 2)

**Sven van
de Wetering** | Agreements
Chair

I've had some interesting conversations about morale at UFV since my last column. These conversations have encouraged me to devote another column to the issue. Since October I have become more confused about morale, which is very exciting for me because it gives me a chance to think some more about it.

A clarification

I want to begin with a fairly straightforward point. One of my major claims in October was that morale is depressed by the proliferation of administrative positions since we became a university, even as numbers of full-time faculty have stagnated and numbers of full-time staff have actually fallen slightly. It has been pointed out to me that the optics of this may be exaggerated; 18 staff members in HR were given exempt status for reasons of confidentiality a few years ago. Little other than their membership in the FSA was affected, yet this single change made it look like there was a big jump in administrative positions and a drop in full-time staff positions, when really the actual job descriptions of those 18 individuals did not change materially.

I think this example bolsters my other point, though; the fact that conversations about the increase in size of the administrative apparatus have traditionally been carried out behind closed doors has made it more difficult for the conversations to incorporate information about perfectly benign aspects of this development. I will therefore stand by my point from my last column. More of these conversations need to take place openly and publicly.

Is there a morale problem at UFV?

A larger question I have heard raised is whether there actually is a morale problem at UFV at all. The individual whom I heard raise this issue pointed out that it is fairly easy to walk the corridors of UFV and strike up a conversation with a faculty member

who is bustling about, energetically pursuing some goal or another that will also promote the goals of UFV. Though it is true that one sees such people in the corridors, as a psychologist I have been trained to worry about sampling bias. It may be that it is fairly easy to strike up a conversation in the corridors with faculty members exhibiting high morale partly because the faculty members who spend a lot of time in the corridors of UFV have higher morale than those who stay at home a lot of the time. In fact, I tend to consider the pattern of faculty members driving to UFV, teaching their classes, and then driving home directly afterwards as a manifestation of low morale, though obviously there may be other reasons to do this as well. I do not know how many faculty carry out their working lives this way, but I do not think the number is small.

I also have to confess that I am poorly placed to speak about morale among staff. Though I do have regular conversations with staff members, the number of different staff members I hear from is small. One thing I do notice is that one can go to almost any office at UFV and be greeted by a friendly, helpful, competent staff person. This is one of the charms of working at UFV. I hope it is reflective of fairly high morale among staff, and not just a manifestation of everyone putting on a good show despite feeling terrible. At the very least, it strongly suggests that morale among staff is not very bad, because one of the symptoms that morale is going into a death spiral is that people stop even pretending everything is all right.

Before I give up on discussing staff morale, I should mention that I do have a summary of a 2015 climate survey. It gives ambiguous signals about staff morale. Of the 98 UFV staff members who responded to the item, "I would not recommend this institution as a place to work," only 22% agreed or strongly agreed, whereas 52% disagreed or strongly disagreed, suggesting that most staff do,

in general, find UFV a good place to work. More troublingly, only 9% agreed with the statement (and nobody strongly agreed), "overall, my institution is a better place to work than it was a year ago," whereas 37% disagreed and 31% strongly disagreed. One can hope that this just means that 2015 was a bad year and that there has been a rebound in 2016, but I would not place a big bet on it. Also troubling are responses to the statement, "input from staff is sought AND seriously considered in decision-making at my institution." Only 11% of staff agreed or strongly agreed with this statement, whereas 77% disagreed or strongly disagreed. This is not the way people who feel empowered answer questions. So overall, I feel unable to tell a coherent story about staff morale. I hope someone who has stronger ties to staff in a wide variety of areas can do so.

I feel better qualified to speak about faculty morale, both because I am a faculty member myself and because I routinely have conversations with a much greater number of different faculty members than I have with staff members. I have a short and categorical statement to make about faculty morale: There is a problem. I have already discussed my reasons for thinking there are many faculty with high morale and many faculty with low morale at UFV. If our goal is just to offer a decent undergraduate education and rely on our status as the only public university in our catchment area of over a quarter of a million people, that may be good enough. If our goal is to offer the best undergraduate education in Canada, then it almost certainly is not; if we truly want to strive for this sort of excellence, moving faculty members from the low-morale column to the high-moral column is a priority.

A few tidbits from the 2015 faculty climate survey before I move on: 53% (of 134 respondents) agreed or strongly agreed with the statement, "I am not informed in a timely fashion about important changes that af-



fect me.” Only 12% agreed that “input from faculty is sought AND seriously considered in decision-making at my institution.” Fully 42% agreed or strongly agreed with the statement, “I would not recommend this institution as a place to work.” Given these results, maybe we should do something about morale even if we don’t care about offering the best undergraduate education in Canada.

What is morale, and what is it good for?

The other day our department’s student association held a faculty appreciation dinner, a delightful morale-booster that was much appreciated by the faculty members who attended. One feature of this event was that we all received little bags filled with slips of paper on which students wrote words of praise about the recipient. When I got it home, my kids insisted on opening it and reading all the comments. My daughter, who is 13, was startled to see that about half the slips of paper included some sort of remark about my sense of humour or my ability to leaven lectures with the occasional joke. Her commentary on this was that she had heard me crack three jokes in her entire life, and none of them was funny.

The moral of this little story is that we behave differently in different social environments. In the context of a discussion of morale, I think this means morale can mean different things in different contexts, and that interventions that boost morale in a way that enhances performance in one part of our jobs may do very little in another part of our jobs. In this section, I would like to briefly examine four components of our work as faculty members and say a few words about what high morale might mean for each of them. These four components are routine teaching, innovative teaching, service, and scholarly activity.

Routine teaching has a bad reputation in the discourse on teaching at UFV. I have heard people casually equate excellent teach-

ing with innovative teaching. I have to disagree; the two are not necessarily equivalent. Many new ideas may seem innovative because there is no record of anyone ever implementing them before, but in at least some cases, that may be because they are really bad ideas. Conversely, sometimes old practices (in teaching or anything else) work well because decades or even centuries of trial and error have refined them to the point where there is not much room for improvement. As John Brunner once wrote, “There are two kinds of fool in the world. One says ‘this is old, and therefore good’, the other says, ‘this is new and therefore better.’” Given issues of transferability, as well as the existence of tried and true curriculum structures that do not lend themselves to dramatic improvement, I am willing to grant great respect to people who engage in teaching activities that are not radically new or different, but who do reflect on their performance every year and attempt a few tweaks. For people doing this, the biggest drain on morale is just the volume of work required, especially in courses that require a great deal of grading. Grading would seem to be the ultimate thankless task, and many people do a very great deal of it in the service of good quality teaching. We do not have the financial resources to hire graders, but I’m sure many people who do a lot of this would feel be grateful for a little recognition of the burdens they take on for the love of teaching.

Innovative teaching is a very different beast. Our students are being trained to navigate a world that is changing rapidly. Nowhere is this change more apparent than in the astoundingly rapid changes in our information environment. It may well be that teaching students to function well in complex information environments is the single most important task our institution undertakes. As such, responsiveness may require us to innovate a great deal in some areas of our curriculum even as other areas remain largely

the same from year to year. The burdens of innovation are very different from the burdens of routine teaching; the day-to-day grind is less of an issue than is the frequent discovery of obstacles, both anticipated and unanticipated, on the path to offering a new course with innovative pedagogy. A couple of semesters ago I team taught a very innovative course on electoral politics with five other individuals. I looked on with mixed wonder and envy as the official course outline jumped through all the administrative hoops substantially faster than course outlines usually surmount these obstacles. In this particular case I was benefiting from this speed, so of course I was thrilled, but I also wished that other innovative courses, ones that I had designed all by myself, could have been approved just as quickly. This makes me think that morale in this context might be enhanced if innovators were given assistance in overcoming various obstacles and if administrative procedures relating to innovation were streamlined as far as possible.

Service is a slippery concept, so to simplify the discussion I will equate service with committee work, especially with work on gatekeeper committees such as curriculum committees or research ethics committees. I want to focus on these because in my experience there are few things more demoralizing than sitting down to prepare for a committee meeting and discovering that the agenda package is six or seven hundred pages long. Worse, one’s job in such committees is to slow down the teaching or research of others by telling those individuals that they need to modify their proposals; thus, this sort of work is right up there with grading as an activity that is truly thankless. Nevertheless, the work has to be done. In many cases, we are legally required to have such committees, and one does not want to apathetically go through the motions of doing work on



Goodbye to Hope, Belonging, and Intellectual Curiosity

**Connie
Cyrull** | Staff
Vice President

The year is coming to an end, our Christmas dinner and dance was a resounding success, and we finally successfully settled our contract until 2019. Some of us have received our retroactive raises, though surprisingly not all, considering the government must have remitted an amount that would have easily included those who have retired or left since negotiations began.

This leads me to mention that there seems to be a new method of management that I fear will keep our contract administrators busy until the foreseeable future. I suppose we should have expected this once the excluded pool grew and new members of this group brought with them other corporate cultures. Long-serving employees were still under the fading glow of the old UFV culture, watching it slip away as we move to a corporate business model. In my opinion, the new regime is truly less compassionate and quicker to dismiss an employee than in the past. There have been a disturbing number of terminations in the weeks leading up to Christmas. It used to be that an employee had to have at least one disciplinary letter in their file before dismissal. This now, does not appear to be necessary.

There have been changes in the executive too—especially the Finance committee. I've been a member of that committee during all my years in the VP position, but never have I felt as though faculty take advantage of their superior numbers (outnumbering staff three to one) as they have during the past few months.

In the interest of being transparent, I will relate events past and recent. A professional development application, including a request for a hotel room the night before the event, was referred to the full executive before a final decision was made. This PD opportunity was held up because members of the Finance committee were considering whether or not the individu-

al should actually be going on PD during bargaining, even though there was an alternative designated at the beginning of the bargaining process, and the FSA president had already signed off on the activity. I might also add that this PD event was mainly covered by two years' worth of UFV funds and the FSA was asked to fund minimal costs above that. My concerns were that the PD had been approved and what was being asked for had nothing to do with bargaining, but these perceived barriers were brought into a conversation where they had no place to be.

A member of the executive asked to have the cost of a hotel room covered so they could attend a Canadian Labour Congress event in downtown Vancouver. The request was denied because the forum on the Trans-Pacific Partnership was "too political." The FSA is affiliated with the Canadian Labour Congress through the Federation of Post-Secondary Educators, the Fraser Valley Labour Council, and the BC Federation of Labour. These are certainly organizations that are encouraging us to be political. The "Open the Doors" campaign was an example of that. (As an aside, I was told that we have some instructors who are quite knowledgeable about the Trans-Pacific Partnership. Would any of them be willing to present their research to the membership? If so, I'm sure we can coordinate something with our Social committee chair. I would be happy to attend a presentation on this subject.)

This fall a finance policy that showed no evidence of being misused was taken to the full executive and is now discontinued because the majority of Finance committee members were uncomfortable determining the legitimacy of the requests. I understand that we are responsible for our member's money, but from my point of view, these barriers are making it harder to look after our membership.

The latest issue concerns me because I know how important it is for our full-release members to stay current in their roles to better serve you. It involved two PD requests, one to attend a labour law review conference, which reviews new arbitration cases, and the other to attend the CLC Winter School arbitration training. Both PDs would increase these executive members' expertise when addressing our member's concerns. Yet the majority of the Finance committee made them choose between these opportunities in favour of supporting a professional development opportunity for another executive member, that in my opinion, is not as time sensitive. Once again, the majority of the committee decided that this was a better use of your dues. However, I can't help but think employees who require the services of these individuals, would strongly have supported both. Yes, we may go a bit over the PD budget presented at the AGM, but the PDs presented are beneficial to our current situations and climate, and I'm sure there are other areas we could save in. Immediately after the faculty members on the Finance committee said they were concerned about going over budget, two more PDs were requested and granted. I too approved them, as I know that any training we can get for executive is money well spent. What I question is the criteria for who is approved for PD funding and who is not. It doesn't make sense to me.

When I think back over the past year I cannot help but be reminded that unfavourable changes have taken place to more than just our UFV Administration. As Diane Griffiths wrote in her reflections on her 30-year career at UFV: "UFV really was a place of hope, belonging, and intellectual curiosity for me."

It doesn't feel like that culture exists any longer for UFV or the FSA either.



Welcome to the New Zero-Tolerance Workplace

Laura Chomiak | Staff Contract Administrator

Without Prejudice...I am seeing an increasing number of concerns coming forward with regards to the serious disciplines that have been recently handed out by management. As your FSA representative I cannot express enough how severe this new heavy-handed form of discipline is and how serious our membership needs to take this. During the last couple of months we've seen members terminated, multiple suspensions without pay, probation re-initiated, letters of expectation, as well as letters of reprimand. With regards to determining the level of discipline, most of these employees did not have any concerns or past disciplines filed. Depending on how serious management deemed the offense, some members with nothing on their personnel file were escalated to a five-day suspension and some were terminated. All of the letters presented to members from management expressed the serious nature of the member's actions, and they all seem to have common themes regarding members not taking full responsibility or failing to apologize adequately for the misconduct identified by the employer. Since these were common themes throughout all of the letters, we need to determine how management is measuring responsibility, apologies, and remorse to determine if a member is suspended vs terminated.

Right now the FSA has more ongoing grievances due to violations presented by management than we have ever seen before. This trend is concerning for me because, in some cases, employee practices, that have been allowed to continue for years are now being addressed by disciplining staff, apparently without disciplining the management who have allowed these behaviours to continue. In some cases management needs to take responsibility for their employee's actions, especially those that have not been addressed in the past. Management must take responsibility for the lack of direction and work with our members to address previously permitted practices that are now

considered concerns and if that doesn't work, management must follow our progressive discipline process. We don't know nor will we ever know if excluded management in these heavy-hit areas will also be disciplined. But we can't just continue to suspend and terminate our members who have clean files where policy violations, and perceived inappropriate actions have continued to exist without first being addressed through the proper channels.

The FSA is here to represent our members and we've always done that and will continue to do that to the best of our ability. As your union representative, I must also consider both sides of the argument to get all the facts. This means that in some cases members need to take some responsibility for their actions and their contributions to the situation. That may mean that you need to ask questions, such as: is there a policy I should be aware of? is this appropriate workplace behaviour? and, am I doing my job? There have been many situations that have been escalated due to insubordination, harassment, and violation of policies. Due to one or combination of these infractions management has taken the opportunity to use heavy-handed discipline. Our institution is now a business with a capital 'B' and we all need to be mindful of that. The way we used to do things is just that — the way we used to do that. Don't get me wrong, if there is a wrong-doing to our members we will address it, and if need be, we will grieve it. I compare our past to a mom and pop corner store, but we've been

bought out by the large corporation who are paying close attention to the bottom line and with new government regulations on issues such as harassment, what use to be overlooked is now being addressed and addressed hard! Being respectful of your co-workers and supervisors, being aware of all policies, and of utmost importance, understanding the bullying and harassment policy is needed, as we are now working near to a zero-tolerance workplace. There are those situations where in my opinion the supervisor is at fault for not addressing the issue or concern, or handling the situation badly. On the positive side they too are going through leadership training. We want to get back to a time when all our members enjoy stepping into the doors of our institution, enjoy do-



ing our jobs, appreciate the diversity of our membership, and support our union brothers and sisters. But in order to achieve that we must all work together, otherwise we're only hurting ourselves.

In solidarity,
Laura

BC Federation of Labour Conference Vancouver, November 2016



Highlights from the BC Federation of Labour Conference, November 28 to December 2 in Vancouver, include:

- President Irene Lanzinger criticized the Christie Clark government and made the case for political change in next May's provincial election.
- The launch of Better can happen here. Learn more at <http://TogetherForBC.ca>
- Grand Chief Stewart Phillip: "We're in this together to boot this government out."
- President Irene Lanzinger and Secretary-Treasurer Aaron Ekman were re-elected for two-year terms to lead the 500,000-member BC Federation of Labour.
- BC NDP leader John Horgan said his government would get tough with asbestos removal contractors.



Dealing with Difficult and Disruptive Students

Kim Nickel | Faculty Contract Administrator

Without prejudice.....Supporting FSA members responding and coping with disruptive student behaviour has emerged as a difficult challenge. It is a complicated opportunity for me to provide member support because inappropriate student conduct on campus is tied to issues surrounding privacy, confidentiality, professional accountability, harassment, bullying, student conduct policies, and occupational and workplace safety issues. These issues often conflict, and when they do, can feel as though the conflict outcome “favours” the disruptive student over the member’s need to feel safe.

This challenge has been raised enough times by staff, faculty, and sessional instructors, from multiple departments to warrant an address here. Dealing with difficult and disruptive students is never simple. As a former staff member and non-teaching faculty member, I have experienced first-hand that dealing with difficult students is not spelled out well in policy. Absent from policy are the techniques necessary to deescalate students in crisis, a list of after-hours resources available to members, or response protocols (ie: when do I call the police, a parent, administration, security?). Although policy is void of “best” or even promising practices for dealing with difficult students or challenging situations you should familiarize yourself with them.

When members contact me for support in responding to difficult and disruptive students, I rely on my experience working with at-risk and high-risk youth. I tell those members that they have a right to a safe workplace and they should never be expected to work in an environment where they feel threatened. This right must also be balanced with the right all students have to privacy and a safe learning environment. Further complicating the issue is that FSA members often work in isolation. In the context of this isolation and to highlight the complexity of the issue, difficult students deserve a response that is respectful and ensures, above all, the safety of the entire UFV community, including all FSA members.

Members struggling to cope have asked me for training, policy clarification, and techniques to deescalate difficult

people. In an effort to have these concerns addressed in both policy and practice, I have coordinated individual and group meetings with members, deans, supervisors, security personnel, and student services practitioners. My involvement is intended to help provide a safe learning environment for all by emphasizing to deans, department heads, directors, supervisors, security, and FSA members themselves that dealing with difficult students must be an occupational health and safety priority.

As such, I have also joined both the Abbotsford and Chilliwack Joint Occupational Health and Safety committees, where I have emphasized the safety needs of FSA members and our students, across all campuses. In addition to coordinating meetings and attending JOHS committee meetings, I’ve also spent significant time with members where they work in an effort to provide additional support. This intentional approach is showing positive results.

The work of meeting with members, deans, department heads, supervisors, security, and student services is evolving, but moving in positive directions to ensure a safe workplace for all. If you’re concerned with student conduct and want clarification on policy or practice please call me at 778-808-3087. In the meantime, I recommend you familiarize yourself with both UFV’s Student Non-Academic Conduct Policy and the Harassment Prevention Policy (Policy 18).

In solidarity,
Kim Nickel



The Times They Are A-Changin'

Colleen Bell | Chief Negotiator

*Come gather 'round people
Wherever you roam
And admit that the waters
Around you have grown
And accept it that soon
You'll be drenched to the bone
If your time to you is worth savin'
Then you better start swimmin' or you'll
sink like a stone
For the times they are a-changin'*¹

I was in our staff lunchroom the other day, and a colleague was reading through the program from the retirement dinner. As I looked over her shoulder, I realized I was looking at a history that was disappearing, page by page – people with a long history at UFV, decades of institutional knowledge, gone. In my last column, I spoke about a mythology of UFV, a time, fondly remembered, when things were “better,” when we all knew each other, shared a common vision, and generally got along. Whether or not this time once existed, it's very clear that things have changed. And I wonder how much longer that mythology will survive, as those who were part of the institution as it was then walk out the doors for perhaps the last time. (Although, we know that no one really ever retires from UFV; it seems that many are just on standby until an opportunity arises to entice them back.)

That mythology serves an important purpose, however: it helps us in knowing that we once had something better, something that is worth striving to regain. We want those relationships – with our institution and with each other – that give us that shared purpose, that sense that we are all on the same ship, headed to the same destination, and wanting to ensure that everyone gets there safely. Once that mythology

is gone, will we ever be able to regain what we felt we once had?

Rising Waters

UFV, like many post-secondary institutions in BC and Canada, is facing challenging times. We have a government that places little value on post-secondary education, unless it can feed their LNG-fuelled agenda. Underfunding is creating tensions that distract us from our mission, that introduce competition among programs, as we all compete for the same diminishing pool of students through the creation of new programs. Our program development machine is alive and well. Curriculum design and redesign can be a sign of a healthy institution responsive to the changing needs of our communities, but it also seems to be a sign of a stressed institution. We have a surfeit of administrators, and an epidemic of officiousness. Our members are drowning under a constant barrage of policy decisions, bureaucratic directives, and increasingly unbearable workloads. Our members are feeling the stress, too – conflicts among our members seem to be on the rise. And our union is experiencing its own stresses, ones that almost take on the shape of harassment and bullying – exclusion from decision-making, intimidation, hostility... the waters are indeed growing, and we're feeling a bit drenched.

Will We Sink or Swim?

This is the choice we have to make. We've been negotiating a new contract every two to three years since our first contract. And while we seek to make improvements, none of the changes we have made have resulted in radical improvements over time. In fact, in many cases, we've given up things that were far more valuable than what we got in return. It seems that we have been, if not sinking, then just treading water. But there could be another way forward, if we choose to take it.

ward, if we choose to take it.

There are possibilities for change on the horizon. We are in the midst of selecting the next president of UFV. Will we (speaking broadly of the UFV community) choose someone who represents the status quo, or who represents change, a new way forward? I expect we'll have that answer in a few months. But the possibility remains.

And there is a provincial election scheduled for next May. I'm not naïve enough to believe that even if we see a change in government, there will be a resulting change in policy, but nonetheless, the possibility is there.

We, too, can choose a new path. When I ran for this position last spring, I did so because I saw an opportunity, one that we haven't really had before. This time around, instead of finishing up one contract and starting on the next one, we have a bit of time (although not as much as I had hoped) to strategize for the next round.

As the FSA executive continues work on a strategic plan to present to members, we plan to also be working on a strategic plan for our Collective Agreement. What would really make for radical change and improve the working lives of our members? How could we change the environment, at least internally, into one where bargaining is not confrontational, but rather collaborative, responsive, collegial – based on common interests and goals?

These are questions that I hope to be working on over the next few months. I have some thoughts about this, but I would love to hear yours, too.

Whatever the result, it will be up to you and me – members of the FSA – to decide whether we're going to start swimming.

In solidarity,
Colleen

¹ Bob Dylan: <http://bobdylan.com/songs/times-they-are-changin/>



Facing the Future, Shaping the Future

Christina Neigel | Faculty Vice President

In the wake of our recently ratified collective agreement, the US election, pipeline decisions, and fentanyl overdoses, there is a lot of uncertainty about the future... about our future. We have a responsibility to our community, our families, and ourselves to be informed but to also be advocates for those who will follow in our footsteps. There are a number of ways we are attempting to address this as members of your FSA executive. For me, that work is taking shape in a number of projects that began with assisting in the bargaining process. A large part of our struggle to reach a deal on our Collective Agreement was based on an ideological position to avoid decisions that would have lasting negative consequences, including those that would generate greater inequity among members. Such inequity is often hidden from view, concealed by complicated language and articles that may be physically separated but remain fundamentally connected. The intellectual labour of analyzing proposals and reading into their often subtle consequences was tremendous. Finding ways to address unfairness could not result in harming others but the complexity of the agreement often collided with the pressure to reach a deal.

The process has resulted in a number of interesting discoveries including the need for a strategic plan, a records management system, an operational review of the FSA executive, and an audit of the Collective Agreement to identify entrenched inequities, including those relating to gender. These “projects” require a great deal of FSA executive commitment and support because the everyday work of handling disputes and assisting in member issues is ongoing.

In this service role, I know that it is hard to please everyone, even some of the time, but

I also know that it is important to avoid the paralysis that comes with fear and uncertainty. To effectively address the increasing complexities of our workplace we require thoughtful and well-designed strategies. For this reason, we need to understand where we are as a union and where we want to go. This is only possible if we have a healthy records management process, clear and respected policies for FSA decision making, a strategic plan and a bargaining plan.

Admittedly, this is a tall order for a group that is primarily made up of volunteers who have significant commitments in their home units/departments. Thankfully, it is our participation in those other areas that can assist our work as FSA executive members. However, much of our success is heavily dependent on our leadership and I am extremely grateful that we are supported in our endeavors to solve existing issues and develop strategies for the “long game”. I am looking forward to presenting membership with a number of deliverables in the spring that I hope will inspire confidence in the future direction of the FSA and its stakeholder role at UFV.

One of the most interesting aspects of my involvement in the FSA executive has been participating in discussions about the bigger labour picture. The Federation of Post-Secondary Educators sponsored me to attend a collective bargaining training conference with the Canadian Association of University Teachers in October (if you are interested in my report, email me). Besides intensive bargaining training, this conference exposed the profound similarities most Canadian academic institutions are facing. For example, most institutions face pressure to compensate for poor government funding through projects framed as “entrepreneurial,” trans-

forming our places of higher learning in some disquieting ways.

In early November I attended the FPSE Policy committee meeting where we examined issues relating to indigenization, scheduling software, program discontinuation, and education technology (again, if you would like to see my report, email me). While many locals address some of these topics differently, the benefit of talking about them together is profound. It is through these discussions that we discover collaborative opportunities as well as new perspectives in how we unpack our various problems and concerns. I firmly believe that our local issues can be best addressed if we are engaged with the wider higher education community. We become vulnerable when we act alone. Whether you define yourself as a staff, faculty, or contract worker, the context of our working lives is informed by broader societal assumptions about what it means to be a waged worker in the 21st century. We cannot hide from this reality and we stand to benefit from collective knowledge and action.

While there is a mountain of important work to be done in the winter months, it is my aspiration to contribute to a review of our executive's structure and operation that will assist in the development of our strategic goals. Further, I will continue to do my best to represent the interests this membership in whatever ways are possible. Despite the future seeming, at times, somewhat cloudy, I deeply respect the work of those around me and I am confident that we can design a plan that will help us navigate these murky times.

In solidarity,

Christina Neigel



Everything is Political

Lisa Morry | Communications Chair

Late in November, I was refused my request to attend, as a representative of our union, a Canadian Labour Congress town hall meeting on the Trans-Pacific Partnership.

Held in Vancouver and scheduled for a weeknight when I had to be at work early the next morning, the only way I could have attended was for the FSA to pay for a hotel for me for the night. The FSA Finance committee said no. While I respect the decision and the grounds for it (limited resources, issues once removed from our union, focus on our strategic plan), I do disagree with the stated reasoning that some of our members might not agree with the politics.

Moderated by Seth Klein, the director of the Canadian Centre for Policy Alternatives in BC, and featuring Hassan Yussuff, president of the Canadian Labour Congress, Maude Barlow, National Chairperson, Council of Canadians and Lee Loftus, president of the British Columbia and Yukon Territory Building and Construction Trades Council, the town hall meeting was certain to be left-leaning. The proposal for the event stated that the objective was to stop the TPP. The TPP “threatens tens-of-thousands of Canadian jobs, will lead to higher prescription drug costs and threatens our health care system,” stated the invitation. (See CLC resources here: <http://canadianlabour.ca/issues-research/search/issue/jobs-and-the-economy-6>).

It is certain that some of our members, perhaps many of our members, may not agree with the viewpoints expressed at that meeting, which I did not attend because I feared falling asleep on the road afterwards. (That’s the same reason I didn’t attend the Open the Doors gala the week before.)

But whether we like it or not and whether we agree or not, this meeting was an initiative of the Canadian Labour Congress, to which we belong. We are members of the BC Federation of Labour, which is pushing the \$15 minimum wage, and the Federation of Post-Secondary Educators, which is putting higher education on the agenda for the next provincial election. These are political acts, with which many of our members

may not agree and they’re free to disagree. That doesn’t mean we shouldn’t participate in events and meetings hosted by these larger unions to which we belong. Presumably, the three former UFV instructors who were elected as Liberal MLAs four years ago would not agree with the BC Fed’s position on the minimum wage or with FPSE’s Open the Doors campaign.

We, the FSA, sent three delegates to the BC Fed convention in Vancouver during the last week of November, at which NDP Leader John Horgan spoke and the BC Fed launched its “...Better Can Happen Here political action campaign to elect a new government that will make life better for working families in next May’s pivotal provincial election,” as announced in a BC Fed press release.

“Government can be such a positive force for change for working families if it’s on our side and working for us,” said Irene Lanzinger, president of the BC Federation of Labour. “But we have a government in BC that’s not on our side, and doesn’t care about working people. We have a premier who puts the interests of the rich and powerful first — and the needs of ordinary people last.”

That sounds political to me.

We also sent a crew of FSA members to the FPSE Open the Doors gala, an event at which Calvin Tedesco, one of our students, won a trip for his essay about his journey from the back streets of Surrey to his current studies in Kinesiology at UFV (see his story on page 17 in this newsletter).

I and other FSA members stood at information tables in UFV hallways on multiple occasions, signing up students, employees and community members for education pledges to support post-secondary funding in BC — an initiative of the Federation of Post-Secondary Educators.

“Thousands of students are being forced to take out massive loans to cover their ever-increasing tuition costs, and we have anecdotal evidence that many prospective students are not even bothering to enroll because they either can’t afford the fees, or

the courses they want to take have been cut to save money,” said George Davison, president of FPSE, in a press release.

“The crisis has been caused largely by the government’s systematic reduction in post-secondary funding,” Davison said.

That sounds political to me.

Our union is a separate organization from the university and it doesn’t matter what political parties our members favour, what stand individual members take on issues or what research they pursue, we are all still union members and our union represents all of our interests as best as we know how.

Unions are under attack in Canada and the U.S., according to a 2011 article from the Canadian Centre for Policy Alternatives: “This attack on unions is yet another spike in a relentless campaign by business interests and right-wing politicians to eliminate unions and erode workers’ rights... It was led by big and small (through the Chamber of Commerce) business. It has been relentless ever since, and is now a central part of what has been a 40-year effort to shift income, wealth and power from working people and the poor, to the richest 10 percent of income earners” (see the rest of the article at: <https://www.policyalternatives.ca/publications/commentary/labour-notes-attack-unions-has-now-come-canada#sthash.l6C6WRCJ.dpuf>).

In response to these attacks, unions are working hard to defeat legislation that threatens workers rights. Our larger union organizations offer candidate education and actively work to elect pro-union people to school boards, city councils, provincial and federal governments and other governmental bodies. These union organizations work to elect political parties that favour union objectives. This is what the union movement does.

The Trans-Pacific Partnership may or may not threaten jobs, unions or healthcare, but we owe it to our members to keep these issues on our radar. I don’t know if I would have learned anything useful at the TPP town hall meeting because I didn’t go. If I had gone, my report to you would have been in this space.



Seasonal Charitable Donation Update

Michael Maschek | Secretary
Treasurer

As in previous years, our FSA is contributing to community charities based on the values and principles spelled out in our donation policy. Our association's charitable interests are focused primarily on community charities operating in the Fraser Valley that have welfare, health, or education as a core mandate.

Our seasonal charitable contribution on behalf of members totals \$6,000. We have focused this round of donations on local food banks. The Abbotsford and Chilliwack Community Services Food Banks were each given \$2,000. The Mission Community Services Food Bank was provided \$1,000 and the Hope and Agassiz-Harrison Food Banks

each provided \$500. Local food banks have been a long-standing cause for the FSA and are recognized formally as an ongoing priority in our donations policy.

Donations made on behalf of the FSA and its membership are considered and approved by the Finance and Administration committee. Our charitable donations budget constitutes 1.5% of the previous fiscal year's income from members' dues, which equals \$12,383.

Prior to the end of this fiscal year, the Finance and Administration committee will make a series of decisions pertaining to the remaining portion of the charitable dona-

tions budget. In order to help facilitate this process, donation requests and suggestions are encouraged and appreciated. The FSA office will provide a short form for submission by members interested in suggesting causes for the remaining charitable donations budget.

Please keep in mind our donation policy does place a priority on local community charities operating within the Fraser Valley and donation requests are considered against the priorities stipulated in the policy. Funding requests not considered include those associated with for-profit organizations, projects or events that have already occurred, political fundraisers, religious programs or organizations, groups or activities that are deemed discriminatory, or programs and services deemed outside our associations' focus areas.

Please forward any questions or concerns you may have regarding the charitable donations or financial matters of the association (local 4135, Michael.Maschek@ufv.ca)

More thoughts on morale: Do we actually have a morale problem at UFV? (Part 2)

◀ Continued from page 5

these committees because it would truly be a bad thing if unethical research went ahead or a badly designed curriculum was implemented. Nevertheless, it is a grind. I know of no way to make this work more exhilarating, but I have heard rumours that releases for this sort of work used to be more common than they are now. It would be nice to go back to the good old days in this regard, but I have heard we do not have the budget for this. The only other thing that would make this work easier to tolerate would be if it were more evenly spread about. One thing one notices when doing a lot of committee work is that one sees some faces over and over again on multiple committees, whereas other individuals can seldom be seen in this context. I am not sure how to spread the load more evenly without resorting to fairly draconian means, but it would be worth investigating.

Finally, there is research, or scholarly activity more broadly conceived. In a way this infuses everything we do, since a university is a scholarly institution, and we can only instill scholarly values and practices

in our students if we also model them ourselves. Unfortunately, teaching and service typically take up a very large proportion of our time, on top of the fact that some of us aspire to have lives outside the confines of the university. Something has to give, and if one does not have the iron constitution that allows one to do without sleep, scholarship is often the component that gets neglected. This is a tragedy, because many of us who feel rather burned out would likely be revitalized if we could do some scholarly work. I used to have ambitions in this direction, but a few years ago these declined to such an extent that I told my wife it was a good semester for me if I had even a single original thought. By that standard I have had a decent run of good semesters, but I have nevertheless had some trouble stringing my sparse output of original thoughts into a coherent program of scholarship. Sigh. In the absence of money for course releases, the only thing I can think of that would improve scholarship-specific morale would be a more dynamic community of scholars. There have been initiatives in this direction, and as far as

I can tell they have mostly been good ones, but they seem to have failed to reach the sort of critical mass that would allow them to substantially alter the atmosphere within the institution as a whole. I have no idea how to fix this, though I still think a faculty club would be a move in the right direction.

Overall, morale has a number of components. One component of morale is feeling that one is part of a group, and believing that that group is engaged in a laudable or even noble enterprise. Another component is a sense of self-efficacy, the sense that one has the skills and resources to achieve one's goals, as well as collective efficacy, the feeling that the group one belongs to is capable of meeting its goals. A third component is faith in one's fellow group members, and trust that all are striving for the same goals and doing their fair share of work in the process. When those components are in place, the energy and enthusiasm tend to follow automatically. When they are not, work becomes drudgery.



Holy Holiday Kick off!

Sheila McKay | Social Committee Chair

For those of you who were unable to join 150 of your closest colleagues at the Annual FSA/UFV Holiday Dinner and Dance, I would like to report that we had a wonderful time and you were missed. The enthusiasm and energy of those who attended created a lively event enjoyed by all. The evening started off with Mike Solyom and Kim Nickel, our gracious and humorous emcees, getting the crowd jazzed up with a few door prize draws followed by Sean Parkinson sharing a warm FSA welcome to all. Santa, and many UFV Departments, were very generous in their offering of door prizes this year. A total of \$2,200 worth of gifts were given out with a big surprise being won by Margret Bollerup. She now can watch the channel 3 Yule log all day on her brand new 32" Flat screen smart TV.

After enjoying an amazing holiday feast, served by Klassic Catering, a surprise guest arrived. Elvis had entered the building (bet you thought I was gonna say Santa). From that point on the dance floor was never empty. The music provided by Randy 'Elvis' Friskie and the Cruisers, had everyone out of their seats all night.



The photo booth, as usual, was a huge hit with groups of partygoers getting their props on and striking a pose for fun filled photographs. Pictures of the hilarity were printed on the spot and provided to all those featured in the photos so they could take the evidence home with them. So, I am sorry to report there are no photo booth pictures to share with you.

While all this fun was taking place, partygoers also generously supported the Abbotsford Food Bank by either bringing a food item or providing a cash donation. A large box of food and \$173 were raised. Thank you all for supporting this very worthy cause.

The planning and executing of the Holiday dinner and dance couldn't be done without the help of so many great people in our UFV community. Kathy Gowdridge, always so willing to sell tickets and recruit party goers and for so much more; Tanja Rourke, for constant support and helpfulness in anything asked of her; Angie Reid, for taking on the organizing of the food bank donations and draw; Steven Vogel for arranging the complementary wine; Mike Solyom and Kim Nickel, for doing an incredible job emceeing the evening; all the folks on the different campuses who sold the tickets and encouraged people to come and the folks who lent a hand in a anyway to make this event happen... you know who you are... thank you! Oh, and let's not forget, Santa and his Elvis for making this such a great event.

We are already looking forward to another great event next year and hope you will join us for a festive, fun evening. If you are interested in getting involved with the FSA Social committee, send me an email. We are always looking for new victims...I mean, members.

I hope you all have a wonderful and safe holiday season.

My best to you and yours,

Sheila McKay

FSA Social Committee Chair

Halloween fun on Chilliwack and Abbotsford campuses



Thanks to UFV University Relations for the Halloween photos

Making Post-Secondary Funding an Election Issue



Support Post-Secondary Education!



A UFV student took home one of the top prizes in the Federation of Post-Secondary Educators “Open the Doors” education contest.

Calvin Tedesco, a UFV Kinesiology student, won the vacation prize, valued at \$4,500, for his story about fighting his way from the back streets of Surrey and juvenile detention to his current studies at UFV.

The grand prize: free rent for a year, valued at \$12,000, went to Nat Beluse-Christman of Okanagan College, for her story about discovering her Indigenous roots and fighting back against addiction, prostitution, stigma, mental illness, and disability.

Nat describes leaving a crack house and her friend behind: “All I can think is that I have no clue where I’m going, but I’m not staying there. But my mouth doesn’t seem to work, so I just keep walking staring down the sidewalk hearing Donna calling me back before she finally just gives up on me. Like a lightbulb going off at the end of a long black tunnel comes

the decision that I’m going to go to Okanagan College to build myself a better path,” she wrote in her winning entry. Ali Sekandar Arif, of Langara College, a refugee from Afghanistan and Pakistan, wrote about taking advantage of the opportunities his parents, especially his mother, did not have.

Tanya Boulton of the Nicola Valley Institute of Technology, wrote about how her five and eight-year-old nieces inspired her to go back to school, take upgrading and study to become a teacher.

Janice Wells of the Nicola Valley Institute of Technology also wrote about becoming a positive role model for her family. “I am the first to go to college, to have driving lessons, graduate. It has pushed my brothers and sisters to work harder, apply for school or get good jobs,” she wrote.

Chelsea Lamontagne of Okanagan College created a video about how her single mom, who graduated from UBC Okanagan while raising four daughters, was an inspiration for her to go back to

school while parenting her own children. Alexandra Brekkaas of Langara College and Justin Scott of Camosun College also won prizes.

The Open the Doors campaign aims to raise awareness of growing challenges in accessibility and affordability, as well as the decline in post-secondary funding. FPSE plans to showcase these students’ stories in the New Year, as they work to make post-secondary education funding a provincial election issue. Watch for more from FPSE.

Education Opens the Doors for UFV Kinesiology Student



UFV Kinesiology student Calvin Tedesco has come a long way from the back streets of Surrey where he worked for himself selling drugs and going to jail at 15 for aggravated assault.

Calvin was named one of the top prize winners in the Federation of Post-Secondary Educators' Open the Doors education contest, awarded in Vancouver on November 17. Calvin won a vacation prize worth \$4,500, some of which he says he will be putting toward his student debt.

"I was actually scared of winning a vacation because of the debt, and having to leave home," he wrote in an email. "A portion will be going toward travel expenses to visit family though, and that is like a vacation. I am grateful for the way it turned out."

As a teen in Surrey, Calvin was working for himself, dealing drugs and lashing out in anger. "I felt like the world was against me, Calvin wrote in his winning submission to FPSE's contest.

While Calvin doesn't go as far as to say he liked jail, it turned out to be a blessing for him. "Before the detention center, I failed to

get along with teachers and any others who held authoritative roles. I guess I hated being told what to do. However, it was in the detention center that I learned that I had the potential to better myself and change my circumstances," he wrote.

Inspiration, in the form of a taunt from another youth in the detention center, prodded Calvin to work harder and achieve top marks. Still, jail was not an easy place. Calvin was disadvantaged due to his size, while other detainees were stronger from their time in the gym, lifting weights. Calvin also started lifting weights to get stronger so he could protect himself.

"Although it was not my intention, I started to enjoy lifting weights and exercising and became motivated to keep doing it," he wrote.

Calvin's assault case came up for trial and the judge who sentenced him cut him a break, letting him out to start the new semester at a new school. "The judge's verdict appeared to be doing me a huge favour," Calvin wrote. "However, after a few months, I was going downhill again. The new school I became en-

rolled in was a probation school, and it could not provide the same support that jail did. In addition to that, I was in the same environment as I had been before I went to jail, which eventually led to me submitting to my old impulses."

Calvin committed a robbery, which ended in a high-speed chase, and charges of home invasion, car theft, and robbery, amongst others.

"In the back of the police car that night, I already knew it would be my last time. I decided to take responsibility for my actions. In early January, 2010, I accepted the robbery charge as a plea bargain and was sentenced to over 11 months in a youth detention center. The way I saw it, I had a year to workout, read books, and get good grades."

Another opportunity arose, which allowed Calvin to be released to a school in Prince George, away from bad influences back home, where he met physical education teacher Sue Macdonald.

"When (Sue) first mentioned the Kinesiology program to me, I responded the way most people do: with confusion. All I understood at the time was that I could go to school to study exercise, which was enough for me to commit to staying in Prince George for another few years until I finished my Kinesiology diploma."

Calvin went on to study Kinesiology at UFV, coaching youth, working as a personal trainer and participating in practicums which allowed him to job shadow professionals in the areas such as occupational therapy, physiotherapy, strength and conditioning, and rehabilitation. Without his education, Calvin believes he would have gone back to his old ways in Surrey.

I believe that I owe my life to the chance that I have had to study in post-secondary," Calvin wrote.

Coffee and cookie chats for staff in Chilliwack and Abbotsford



Join non-regular rep Mike Solyom and FSA staff reps Vicki Bolan, Laura Chomiak, Connie Cyrull, Kulwant Gill, Sheila McKay, Lisa Morry and Gayle Noel for coffee and a cookie and an opportunity to ask questions or discuss anything that concerns you.

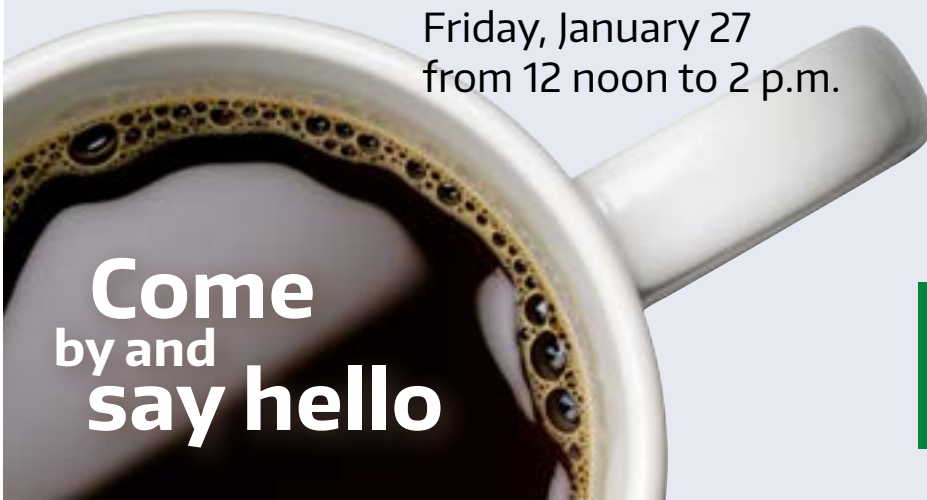
In Abbotsford

we will be in A203b
(enter through Crim area)
Friday, January 27
from 12 noon to 2 p.m.

In Chilliwack

we will be in A2428
(on the CEP campus)
Friday, February 3
from 12 noon to 2 p.m.

**Come
by and
say hello**



Open the Doors Hoodie and Gift Card Winners in Chilliwack and Abbotsford



As part of the Open the Doors pledge drive, the FSA held prize draws for hoodies and book store gift certificates on the main Chilliwack campus, the Trades campus and the Abbotsford campus. Five winners were drawn from the Chilliwack group and five winners were drawn from the Abbotsford group.

Chilliwack winners are Lisa Girard, Harman Rakhra, Bernadette Yeo, Susan Hoogeveen and Ben Neufeld.

Abbotsford winners are Yovraj Singh, Monica Li, Tuyet Li, Sunny Gill and Shophie Slomski. We have been unable to reach Tuyet Li to award that prize.

Member Engagement & Labour, Management & Governance

◀ Continued from page 3

The sixth point of the motion is interesting given what has happened with the academic integrity office — the motion doesn't explicitly ban the university from making any changes until the procedure is developed, but in my mind there's a potential ethical issue with going ahead with a change before the procedure is developed. I believe clarification is needed with respect to how a reorganization decision involving academic support should take place.

There might be an argument that the services provided by the office have not changed, but the method of delivery has. I don't know if the reorganization decision is a good one or not, the elimination of the director position represents a significant decrease in the amount of support for

faculty in academic integrity issues. It is the procedure that is very important here. I believe this reorganization of the Office of Academic Integrity, having left out important stakeholders and our governance bodies, was poor practice.

Consultation and feedback with stakeholders, the Senate and the Board may take time, but I believe it often results in better decisions or at least ones that are easier to support. In this particular instance I find it very difficult to understand and accept that an academic matter can be handled on the administrative side of the house. Issues of academic integrity must ultimately be the responsibility of the academy. In my opinion both the Senate and the Board should have been involved.

FSA CONTACTS 2016- 2017

Executive

President	Sean Parkinson	4584
Faculty Vice-President	Christina Neigel	4558
Staff Vice-President	Connie Cyrull	4214
Faculty Contract Administrator	Kim Nickel	5353
Staff Contract Administrator	Laura Chomiak	4593
Chief Negotiator	Colleen Bell	4396
Secretary/Treasurer	Michael Maschek	4135
Communications Chair	Lisa Morry	2471
Agreements Chair	Sven van de Wetering	4457
JCAC Co-Chair	Gayle Noel	4093
JPDC Co-Chair	Vicki Bolan	4543
OH&S Co-Chair	Noham Weinberg	4493
Social Committee Chair	Sheila McKay	6338
FPSE Rep. Status of Women	Teresa Piper	4054
FPSE Rep. Human Rights	Kulwant Gill	4578
FPSE Rep. Non-Regular Employees	Mike Solyom	4811

Local

Faculty Stewards

Faculty of Arts	Bosu Seo	4814
Faculty of Applied & Technical Studies	Mark Ryan	5426
Academic Support Faculty	Colleen Bell	4396
Faculty of Access & Continuing Education	Julia Dodge	2553
Faculty of Science	Debbie Wheeler	8198
Faculty of Professional Studies	Bob McAuliffe	4334
Faculty of Health Sciences	Vacant	

Staff Stewards

Staff - Abbotsford & Mission	Adam Bodnar	6319
Staff - CEP / TTC	Vacant	
Staff - Member at Large	Heather Compeau	4096
Staff - Member at Large	Nicole Kungle	4075
Staff - Member at Large	Kulwant Gill	4578

Office Administration

Member Services & Procedures	Tanja Rourke	4530
Finance	Harman Dhaliwal	4475

Local